



**MEMORANDUM OF UNDERSTANDING**

between

HORIZON AIR, INC.

and the

ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO

---

**RETURN TO HORIZON FOR PATHWAY FLIGHT ATTENDANTS**

---

This Memorandum of Understanding (MOU) is made between Horizon Air, Inc. ("the Company") and the Flight Attendants in the service of Horizon Air, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").

NOW, THEREFORE, it is mutually agreed to and understood by and between the parties to this letter of understanding regarding QX Pathway Flight Attendants requesting transfer from Alaska Airlines back to their former QX Flight Attendant position while in Alaska Airlines initial Flight Attendant training.

NOW THEREFORE, the parties agree:

1. Flight Attendants participating in the Pathway program who, either by choice or by decision of Alaska Airlines, do not complete Alaska initial training, will be afforded the opportunity to return to their Flight Attendant position, if the following conditions are met:
  - a. Employee must be in good standing with Alaska and must have left Horizon in good standing;
  - b. Transfer from AS to QX is requested prior to graduation from Alaska initial training;
2. Flight Attendants returning to Horizon Air will:
  - a. Retain their previously held Flight Attendant and Company seniority;
  - b. Retain their Company hire date that was in effect upon their first day of Alaska initial training;
  - c. Be returned to the domicile in which they were based at the time they were transferred from Horizon to Alaska Airlines, unless a reduction of force or domicile closure occurred during their time at Alaska, in which case they will be assigned to the domicile they would have held if they had been at Horizon at the time of the reduction or closure;
  - d. Attend any necessary training for and complete any required procedures for qualification as a Horizon Flight Attendant;



- 33 e. Build themselves a line pursuant to Article 6.D.20.b and c of the parties' collective
- 34 bargaining agreement; and
  
- 35 f. Be subject to the Alaska Air Group policy for transfer of employees transferring from any
- 36 Alaska Airlines' position to a regular Horizon Air Wage Scale/CBA position wage scale
- 37 /CBA position .
  
- 38 3. Documented performance and attendance on file prior to transferring to Alaska will be active in
- 39 accordance with Article 25.A.2.c of the parties' collective-bargaining agreement upon return to
- 40 Horizon Air.

41 IN WITNESS WHEREOF, the parties have signed this Memorandum of Understanding this 23rd day of  
 42 February 2022.


43

44 FOR THE ASSOCIATION OF FLIGHT  
 45 ATTENDANTS-CWA, AFL-CIO

FOR HORIZON AIR INDUSTRIES, INC.

46  
 47  
 48

49   
 50 \_\_\_\_\_  
 51 Lisa Davis-Warren Date  
 52 MEC President

  
 2/28/22  
 \_\_\_\_\_  
 Rachael Mattioli Date  
 Managing Director, Inflight Services

54